

# St. Peter's Catholic Primary School

part of the wider Christus Trust, Multi Academy Trust



## *Mission Statement*

*Loving and learning together, with Jesus*

# Anti-Bullying Policy

Policy Ref No	CUR009
Date of Policy	March 2025
Review date	March 2026

## Purpose

At St. Peter's Catholic Primary School, we expect everyone to work together to achieve high standards of learning and behaviour in a safe, secure, happy and stimulating environment in which both children and adults are valued, respected and included. Our school is a place where every person has the right to be themselves.

Bullying of any kind is unacceptable and will not be tolerated at our school. At St Peter's the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment, or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

[Related policies: Behaviour and Relationships policy, Equality Policy, PSHE policy, Child Protection policy].

## Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** – such as damaging, stealing or hiding someone's possessions
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological** – such as deliberately excluding or ignoring people
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Special Educational Needs and Disability (SEND)**
- **Appearance or health conditions**

- **Related to home or other personal situation**
- **Related to another vulnerable group of people**

### **Child on Child**

St Peters recognises that children are vulnerable to and capable of bullying and abusing their peers. This includes verbal as well as physical abuse. Child on Child bullying or abuse will not be tolerated. We are committed to a whole school approach to ensure the prevention, early identification and appropriate management of child on child bullying and abuse within our school and beyond. In cases where child on child abuse is identified we will follow our child protection procedures, taking a contextual approach to support all children and young people who have been affected by the situation.

Further information can be found in the Harmful Sexual Behaviour/Child on Child Abuse Policy – available upon request from the School Office.

**No form of bullying will be tolerated, and all incidents will be taken seriously.**

### **Reporting bullying**

**PUPILS WHO ARE BEING BULLIED:** If a pupil is being bullied, they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher, or any other teacher (Posters are displayed around the school to remind children who they can talk to)
- Tell a play leader who can help them tell a teacher or other member of staff
- Tell any other adult staff in school – such as lunchtime supervisors, Learning Support Assistants or the school office (Posters are displayed around the school to remind children who they can talk to)
- Tell an adult at home
- Report anonymously through class worry box
- Call ChildLine to speak with someone in confidence on 0800 1111

### **Reporting – roles and responsibilities**

**STAFF:** All school staff, both teaching and non-teaching (for example lunchtime supervisors, caretakers) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.

**SENIOR STAFF:** The Senior Leadership Team have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

**PARENTS AND CARERS:** Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness, or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office:

St Peter's Catholic Primary School  
Coxes Farm Road  
Billericay  
Essex CM11 2UB  
Telephone: 01277 653770  
Email: [admin@st-peters-pri.essex.sch.uk](mailto:admin@st-peters-pri.essex.sch.uk)

**PUPILS:** Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

### **Responding to bullying**

**When bullying has been reported, the following actions will be taken:**

- Staff will record the bullying formally via CPOMs
- The Senior Leadership Team will monitor the record of bullying and analyse and evaluate the results
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault
- Staff will pro-actively respond to the bully who may require support. They will discuss with the target's class teacher to devise a plan of action
- Staff will decide to inform parents or carers and where necessary, involve them in any plans of action
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school

### **Bullying outside of school**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

### **Derogatory language**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored using CPOMs. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

### **Prejudice-based incidents**

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored using CPOMs. This not only ensures that all incidents are dealt with accordingly but also helps to prevent bullying as it enables targeted anti-bullying interventions.

## School initiatives to prevent and tackle bullying

### We use a range of measures to prevent and tackle bullying including:

- The Anti-bullying policy which is shared with all stakeholders of the school and available on the school website
- The PSHE curriculum map and scheme of work includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying
- The Computing curriculum addresses E-safety in each year group across the school
- School assemblies help raise pupils' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images.
- The whole school participates in events including Anti-Bullying Week, and Black History Month. We also have a Cultural Calendar which we use across the school year
- St Peter's School Rules – 'Be Kind Charter' was written in conjunction with the children and used effectively to promote positive qualities:

### **St Peter's Rules** **(Be Kind Charter)**

We will treat others as we would like to be treated  
Be respectful  
Be generous with our time  
Be creative  
Be peaceful  
Be proud of who we are

The Values are qualities we aim to possess and they promote inclusivity:

### **Values**

Integrity  
Kindness  
Fairness  
Peaceful  
Service

Our St Peter's Learning Keys promote attitudes to learning. Reciprocity (working cooperatively with others) links particularly with Anti-bullying and we ensure we emphasise the importance of these keys weekly during our Learner of the Week assemblies:

### **Learning Keys**

Resilience  
Reflective  
Resourceful  
Risk Taking  
Reciprocity

- Stereotypes are challenged by staff and pupils across the school
- Play leaders offer support in the playground to all pupils, including those who may have been the target of bullying. We also have a Friendship Bench, which helps to highlight individuals who need someone to play with in the playground
- Pupils are involved in developing school-wide anti-bullying initiatives including the School Key Holders, Teaching and Learning Committee, Mental Health Ambassadors and the Junior Disciples
- Working with the pupils, parents and carers to deliver training linked to bullying (e.g. E-safety – CEOP, NSPCC)
- Each classroom has a worry box, which the children can use at any point in the school day to communicate worries they may have and the class teacher checks this regularly and actions, where appropriate
- Each year, we follow a themed week which addresses the issues of anti-bullying as outlined by the PSHE Leader. Teachers follow a planned sequence of activities including role play and SMART thinking. The outcomes from that week are reinforced and promoted throughout the year
- Every year, we take part in Safer Internet Day. The children take part in a number of activities linked to staying safe online, including cyber-bullying

### **Training**

The Headteacher and Deputy Headteacher are responsible for ensuring that all school staff, both teaching and non-teaching (including lunchtime supervisors and caretakers) receive regular training on all aspects of the anti-bullying policy.

### **Monitoring and reviewing**

The Local Governing Committee are responsible for monitoring the effectiveness of the policy by in-school monitoring such as learning walks. The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.